This is what was found by the URGE pod at LBNL on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

**Demographic Data at Our Organization**

LBNL has public lab-wide demographic data as of July 2018: [link](https://eesa.lbl.gov/). These data include all career, term, limited, faculty, retired rehires, postdoctoral fellows, graduate students and student assistants employed by the lab. Data are broken down by type of job (e.g., Lab Senior Leadership, Operations Staff, Graduate Students etc.) and by demographic group (Women, Under-represented employees, other people of color, two or more demographic groups and white). The under-represented minority group is defined as “African American/Black, Native American/Alaskan Native, or Hispanic/Latino (or combination)”. All demographic data are reported as a percent of the overall job group.

Demographic information for the Earth and Environmental Sciences Area (EESA) at LBNL is not available online “to ensure that our data is not unintentionally identifying specific individuals by gender, race or age” (personal correspondence). These data are collected, and in the past have been requested by other groups at the lab but have not been released. There are no publicly available data with past invited demographic speaker demographics for EESA.

**How does your organization compare to others, or to the field as a whole?**

Without demographic data specific to our department (Earth and Environmental Sciences) it is difficult to compare our demographic information directly with other organizations and the field. LBNL is one of several national labs across the country, and national-lab wide demographics are reported in the same format as LBNL: [link](https://eesa.lbl.gov/). In comparison to national-lab wide demographics, LBNL has a lower percentage of under-represented minorities in all job groups. For example, for all job groups national labs have 18.31% under-represented minority representation, whereas LBNL has only 8.71%. This trend continues across other job categories and in particular for under-represented minorities in senior leadership positions which have 0% representation at LBNL but 7.29% at National Labs overall.

**Public goals on demographics or increasing representation:**
LBNL lab-wide inclusion, diversity, equity, and accountability (IDEA) goals for financial year 2021 are listed here. In particular, they state goals to “Improve approaches to diversify senior leadership and manager level roles…” and “Develop best practices for equitable performance ratings calibration; promote transparency for career advancement…” LBNL also falls under the UC policy for affirmative action located here which states that “It is the policy of the University to undertake affirmative action, consistent with its obligations as a federal contractor, for minorities and women, for persons with disabilities, and for protected veterans.” (page 4).

**Policy or proposed policy for collecting demographic data at your organization:**
Existing demographic data lists only who is represented in given data (job type), when it was collected (2018), and how demographic groups are defined. The policy for how demographic data is collected is not publicly available. The URGE group recommends that LBNL add information on how data are collected to the existing information on available demographic data.

**What did you learn about other organizations (or in general) while investigating demographic data?**
Public demographic data for smaller departments and organizations (including EESA) is difficult to find if available at all. Larger organizations (such as the American Geophysical Union) often report more demographic data, but minority group breakdowns are often limited. For example AGU breaks down membership demographic data by binary gender (Male/Female) but does not include information on other minority demographics or include gender non-conforming groups. It is difficult to make actionable and quantifiable change without public demographic data that can be intercompared between geoscience organizations and used to track the retention of under-represented minorities at an organization.

**Conclusions and Recommendations**
The URGE pod suggested additional goals for EESA including:

- **Release (at least yearly) area-wide demographic reports which state publicly what metrics are being tracked and summarize the following:**
  - Track demographic data over time to quantify the retention and mobility of underrepresented minority groups including tracking demographic representation in the promotional process.
  - Compare demographics of employees with demographics of applicant pools and with demographics of other lab areas.
- **Hold (at least yearly) town hall discussions of demographic reports in the area, including areas where EESA is falling short and what the area is doing to close those gaps.**
Release these reports and goals publicly if data cannot be released due to privacy concerns.

- Actively commit to supporting underrepresented minority groups in EESA through expanding IDEAs training to all employees (not just supervisors) covering workplace-relevant issues such as bias and active listening.
- Develop college-level short videos to be shown in community colleges to attract interest in Earth Science at LBL.